



Research Report

Teacher Salary Report

March 11, 2014

Prepared for
THE HOUSE INTERIM COMMITTEE ON EDUCATION
AND THE SENATE INTERIM COMMITTEE ON EDUCATION



BUREAU OF LEGISLATIVE RESEARCH
One Capitol Mall, 5TH Floor | Little Rock, Arkansas, 72201 | (501) 682-1937

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INTRODUCTION

Responses to the following questions have been prepared in partial fulfillment of the requirements of Act 57 of the Second Extraordinary Session of 2003.

1. How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board (SREB)?
2. How have the average teacher salaries changed in Arkansas compared with surrounding states and states in the SREB from 2011-2012 to 2012-2013?
3. How does the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries?
4. Has the disparity in teacher salaries within Arkansas increased or decreased in FY 2012-13?
5. How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements?
6. What instructional areas have the largest number of teachers teaching out of area in Arkansas?

TEACHER SALARY COMPARISON

How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board?

Information provided to the committees is based upon the National Education Association's (NEA) annual report on school statistics published in December 2013¹. Staff of the Policy Analysis and Research Section of the Bureau of Legislative Research collected the following information for the 2012-13 school year using information obtained from the NEA webpage, information obtained from the websites of state departments of education, and information obtained by directly contacting staff members of the departments of education of these states. The following table is a result of this research effort.

2012-2013 Teacher Salary

Surrounding States	Average*	Surrounding States	Minimum**
Louisiana	\$51,381	Oklahoma	\$31,600
Tennessee	\$48,289	Mississippi	\$30,900
Texas	\$48,110	Tennessee	\$30,420
Missouri	\$47,517	Arkansas	\$29,244
Arkansas	\$46,631	Texas	\$27,320
Oklahoma	\$44,128	Louisiana	\$27,102
Mississippi	\$41,994	Missouri	\$25,000
SREB States	Average*	SREB States	Minimum**
Maryland	\$65,265	Maryland	\$40,400
Delaware	\$59,679	Alabama	\$36,144
Georgia	\$52,880	Kentucky	\$35,487
Louisiana	\$51,381	Florida	\$34,956
Kentucky	\$50,326	West Virginia	\$31,675
Virginia	\$49,869	Oklahoma	\$31,600
Tennessee	\$48,289	Georgia	\$31,586
Texas	\$48,110	Mississippi	\$30,900
Alabama	\$47,949	Virginia	\$30,864
South Carolina	\$47,924	North Carolina	\$30,800
Florida	\$46,944	Tennessee	\$30,420
Arkansas	\$46,631	Arkansas	\$29,244
West Virginia	\$46,405	South Carolina	\$27,911
North Carolina	\$45,947	Delaware	\$27,781
Oklahoma	\$44,128	Texas	\$27,320
Mississippi	\$41,994	Louisiana	\$27,102

*Average teacher salaries come from the National Education Association's (NEA) Rankings and Estimates: Rankings of the States 2013 and Estimates of School Statistics 2014, December 2013, Summary Table G, Column 9.

** Minimum salary levels come from the various states' education department websites and staff reporting in the respective states.

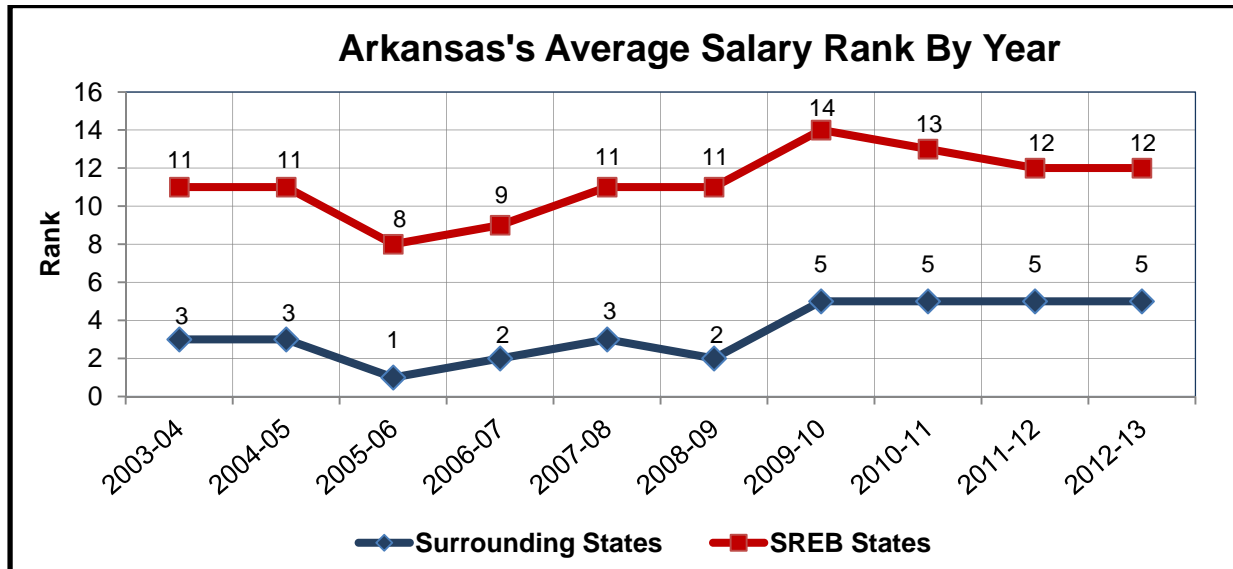
¹The NEA has not publicly released the newest *Rankings and Estimates: Rankings of the States 2013 and Estimates of School Statistics 2014, December 2013*. However, the Arkansas Education Association (AEA) has released this preliminary information to us in order to have the most up to date information for this adequacy report. The publication is tentatively due for public release in March, 2014.

The following table reports Arkansas's average salary rank over the prior decade. The surrounding states rank 1-7, with 1 being the highest average salary and 7 being the lowest. The SREB states rank 1-16, with 1 being the highest average salary and 16 being the lowest. The number reported in each row is Arkansas's rank among the respective groups for each reported year.

Arkansas's Average Salary Rank

Year	Surrounding States	SREB States
2003-04	3	11
2004-05	3	11
2005-06	1	8
2006-07	2	9
2007-08	3	11
2008-09	2	11
2009-10	5	14
2010-11	5	13
2011-12	5	12
2012-13	5	12

The chart below represents the general trends in Arkansas's average teacher salary ranks over the past decade. The numerical ranks for both surrounding and SREB states are the same as reported above.



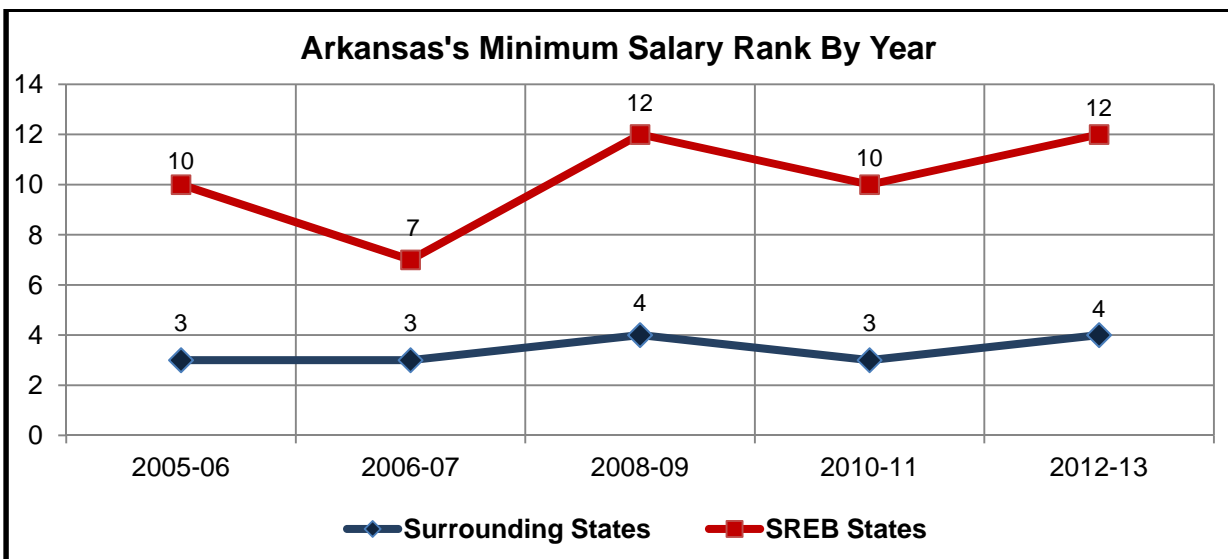
Sources: Average teacher salaries come from the National Education Association's (NEA) Rankings and Estimates: Rankings of the States, Summary Table G, Column 9, Years 2003-2013.

The following table reports Arkansas's minimum salary rank since 2005-06. The surrounding states rank 1-7, with 1 being the highest minimum salary and 7 being the lowest. The SREB states rank 1-16, with 1 being the highest minimum salary and 16 being the lowest. The number reported in each row is Arkansas's rank among the respective groups for each reported year.

Arkansas's Minimum Salary Rank

Year	Surrounding States	SREB States
2005-06	3	10
2006-07	3	7
2008-09	4	12
2010-11	3	10
2012-13	4	12

The chart below represents the general trends in Arkansas's minimum teacher salary ranks since 2005-06. The numerical ranks for both surrounding and SREB states are the same as reported above.



Sources: Minimum teacher salaries come from the Educational Adequacy Report years 2006-2012 and the Arkansas Department of Education (ADE) Teacher Salary Schedule 2012-2013.

CHANGES IN AVERAGE TEACHER SALARIES AMONG SREB AND SURROUNDING STATES

How have the average teacher salaries changed in Arkansas compared with surrounding states and states in the Southern Regional Education Board (SREB) from 2011-12 to 2012-13?

Since the 2011-12 school year, the average teacher salary in Arkansas has grown by 0.68%. Of the surrounding states, Tennessee, Louisiana, Missouri, and Mississippi have exceeded Arkansas's growth. Of the SREB states, ten have exceeded the growth of Arkansas. All of the states represented below have shown growth in teacher salaries except Texas, Oklahoma, North Carolina, Georgia, and Alabama.

Surrounding States	2012-2013	2011-2012	Percent Change
Tennessee	\$48,289	\$47,082	2.50%
Louisiana	\$51,381	\$50,179	2.34%
Missouri	\$47,517	\$46,406	2.34%
Mississippi	\$41,994	\$41,646	0.83%
Arkansas	\$46,631	\$46,314	0.68%
Texas	\$48,110	\$48,373	-0.55%
Oklahoma	\$44,128	\$44,391	-0.60%
SREB States	2012-2013	2011-2012	Percent Change
Tennessee	\$48,289	\$47,082	2.50%
Maryland	\$65,265	\$63,634	2.50%
Louisiana	\$51,381	\$50,179	2.34%
Virginia	\$49,869	\$48,703	2.34%
West Virginia	\$46,405	\$45,320	2.34%
Delaware	\$59,679	\$58,800	1.47%
Kentucky	\$50,326	\$49,730	1.18%
South Carolina	\$47,924	\$47,428	1.03%
Florida	\$46,944	\$46,479	0.99%
Mississippi	\$41,994	\$41,646	0.83%
Arkansas	\$46,631	\$46,314	0.68%
North Carolina	\$45,947	\$45,947	0.00%
Georgia	\$52,880	\$52,938	-0.11%
Alabama	\$47,949	\$48,003	-0.11%
Texas	\$48,110	\$48,373	-0.55%
Oklahoma	\$44,128	\$44,391	-0.60%

Sources: Average teacher salaries come from the National Education Association's (NEA) Rankings and Estimates: Rankings of the States 2013 and Estimates of School Statistics 2014, December 2013, Summary Table G, Column 9.

TEACHER SALARIES WITH COST OF LIVING ADJUSTMENT

How does the cost of living in Arkansas, its surrounding states, and the SREB states affect the value of Arkansas teacher salaries?

The table below reports the average teacher salary and the cost of living score assigned to Arkansas and each respective surrounding and SREB state for the 2012-2013 school year. The cost of living score is used to compare the ability to maintain a certain standard of living, including basic expenses such as housing, food, taxes, and healthcare. Among these 17 states, Arkansas's 2012-2013 average, unadjusted teacher salary ranks 13th.

**Average Teacher Salary and Cost of Living
By State 2012-2013**

State	Average Teacher Salary	Cost of Living
Maryland	\$65,265	116.80
Delaware	\$59,679	104.80
Georgia	\$52,880	92.30
Louisiana	\$51,381	94.60
Kentucky	\$50,326	89.00
Virginia	\$49,869	95.90
Tennessee	\$48,289	89.80
Texas	\$48,110	91.60
Alabama	\$47,949	92.30
South Carolina	\$47,924	94.40
Missouri	\$47,517	92.70
Florida	\$46,944	97.30
Arkansas	\$46,631	91.50
West Virginia	\$46,405	96.60
North Carolina	\$45,947	96.70
Oklahoma	\$44,128	90.10
Mississippi	\$41,994	87.50

Sources: Average teacher salaries come from the National Education Association's (NEA) *Rankings and Estimates: Rankings of the States 2013 and Estimates of School Statistics 2014*, December 2013, Summary Table G, Column 9.

The Cost of Living Scores come from the Missouri Economic Research and Information Center (2011) "Cost of Living Data Series 4th Quarter 2011."

http://www.missourieconomy.org/indicators/cost_of_living/index.stm accessed: 2/4/2014

In order to more equitably compare the cost of living and teacher salaries among Arkansas the surrounding states and the SREB states, a Cost of Living Index is calculated. This is done by holding Arkansas's cost of living score constant and comparing each surrounding and SREB state's cost of living score to this number. Because Arkansas's cost of living is comparably low (ranking 13th among the reported states), the adjusted teacher salary ranks 11th in the table below.

**Adjusted Teacher Salary and Cost of Living Index
By State 2012-2013**

State	Adjusted Average Teacher Salary	Cost of Living Index
Georgia	\$52,356	1.01
Delaware	\$51,895	1.15
Kentucky	\$51,882	0.97
Maryland	\$50,988	1.28
Louisiana	\$49,884	1.03
Tennessee	\$49,274	0.98
Texas	\$48,110	1.001
Virginia	\$47,494	1.05
Alabama	\$47,474	1.01
Missouri	\$47,047	1.01
Arkansas	\$46,631	1.00
South Carolina	\$46,528	1.03
Oklahoma	\$45,029	0.98
Florida	\$44,287	1.06
West Virginia	\$43,778	1.06
Mississippi	\$43,744	0.96
North Carolina	\$43,346	1.06

Sources: Average teacher salaries come from the National Education Association's (NEA) *Rankings and Estimates: Rankings of the States 2013 and Estimates of School Statistics 2014*, December 2013, Summary Table G, Column 9.

The Cost of Living Scores come from the Missouri Economic Research and Information Center (2011) "Cost of Living Data Series 4th Quarter 2011."

http://www.missourieconomy.org/indicators/cost_of_living/index.stm accessed: 2/4/2014

TEACHER SALARY DISPARITY WITHIN ARKANSAS

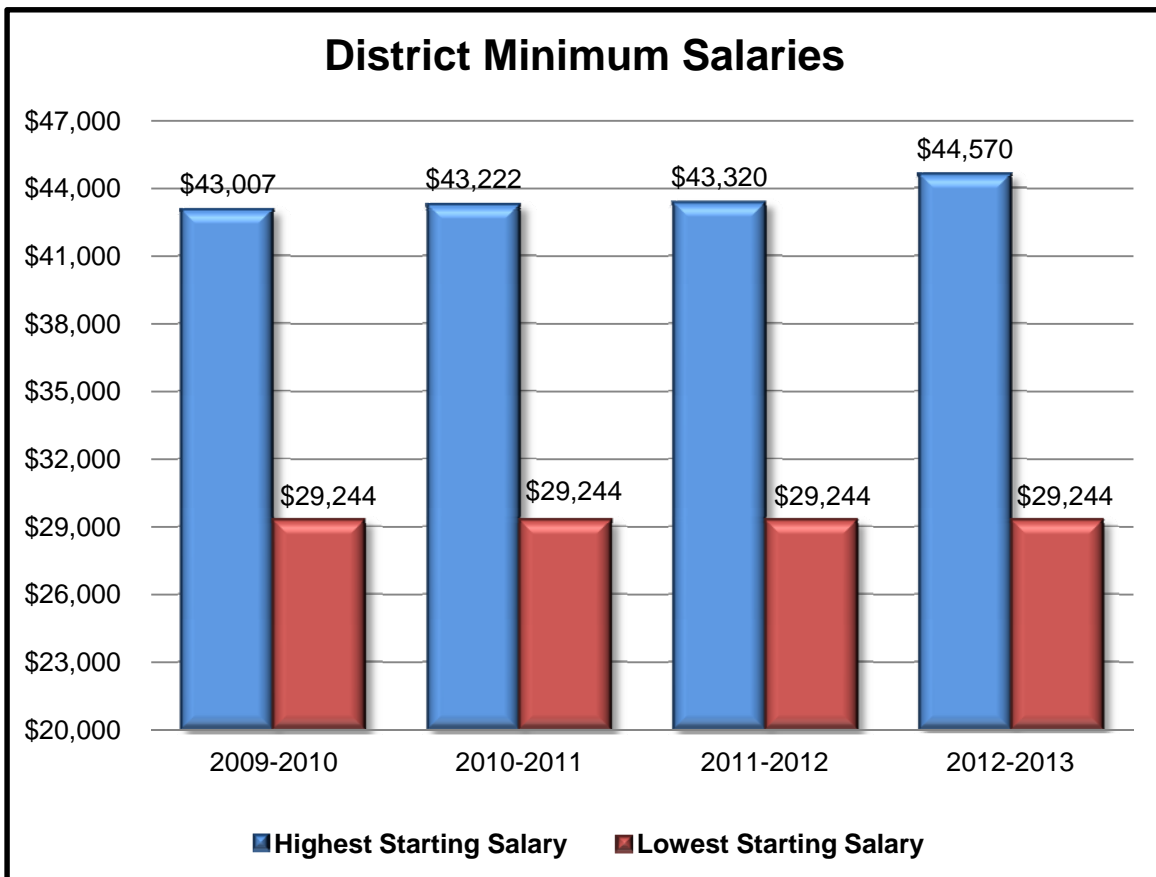
Has the disparity in teacher salaries within Arkansas increased or decreased in FY 2012-2013?

MINIMUM SALARY

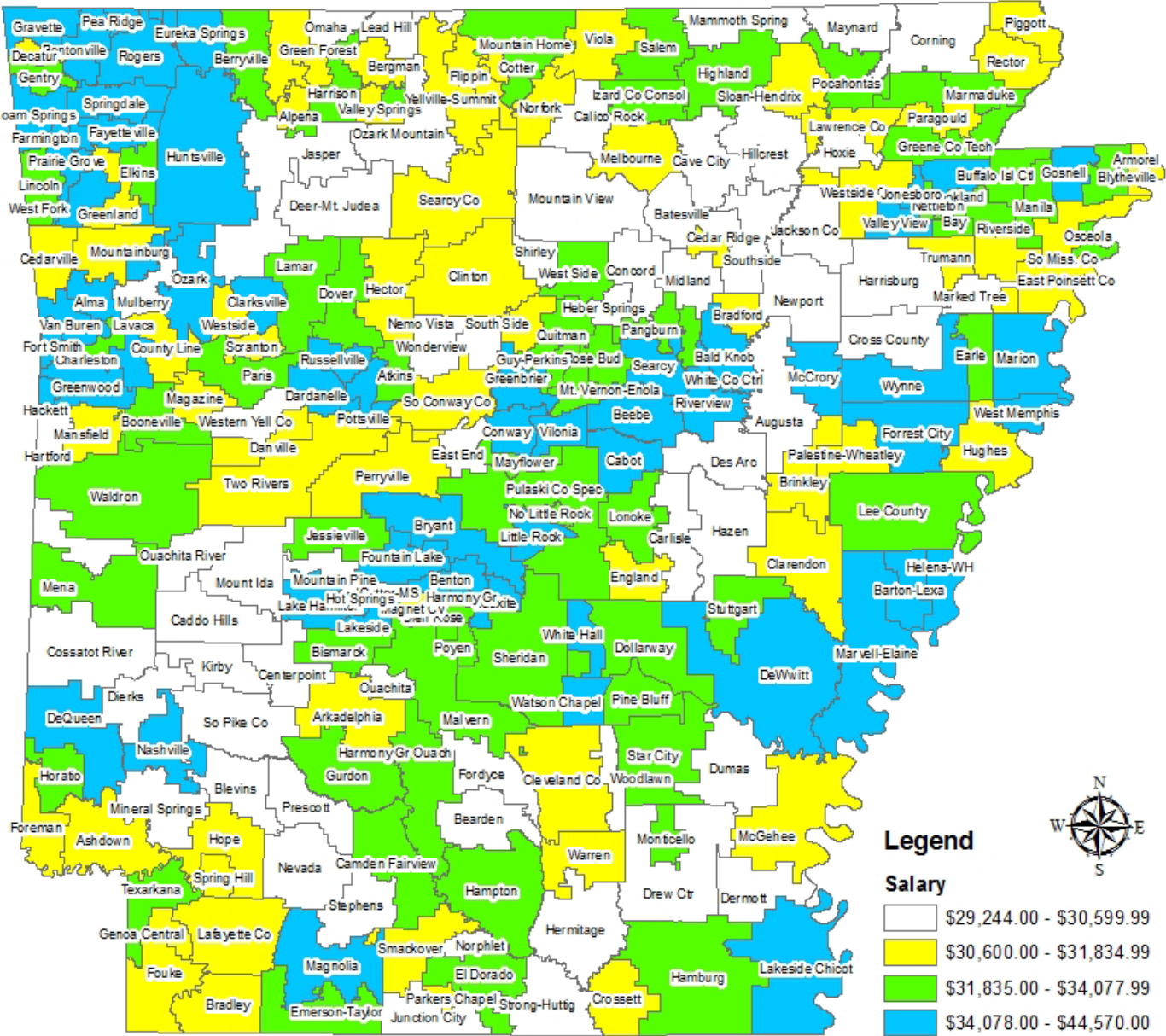
As set forth in **A.C.A. § 6-17-2403**, the minimum teacher salary in the state of Arkansas is \$29,244. This minimum level of compensation went into effect in FY 2009 and has not been amended or increased since the 2007 legislative session. The lowest beginning salary paid in 2011-2012 was \$29,244 and the lowest minimum salary in 2012-2013 remained \$29,244. There are eight districts with \$29,244 as their minimum hiring salary.

Top 5 Beginning Salary Range (5 Districts):	\$41,000 - \$44,570
Lowest 5 Beginning Salary Range (12 Districts):	\$29,244 - \$29,350

The table below reports the highest and lowest school district starting salaries over the last four school years.



2012-13 Beginning Salary Rank by School District



Author: Bureau of Legislative Research
 Source Data: School District Boundaries, GeoStor
 Salary Data: Arkansas Dept. of Education
 Date: March 2014

The districts are listed by rank on page 10 and in alphabetical order on page 11.

Teacher Salary Report

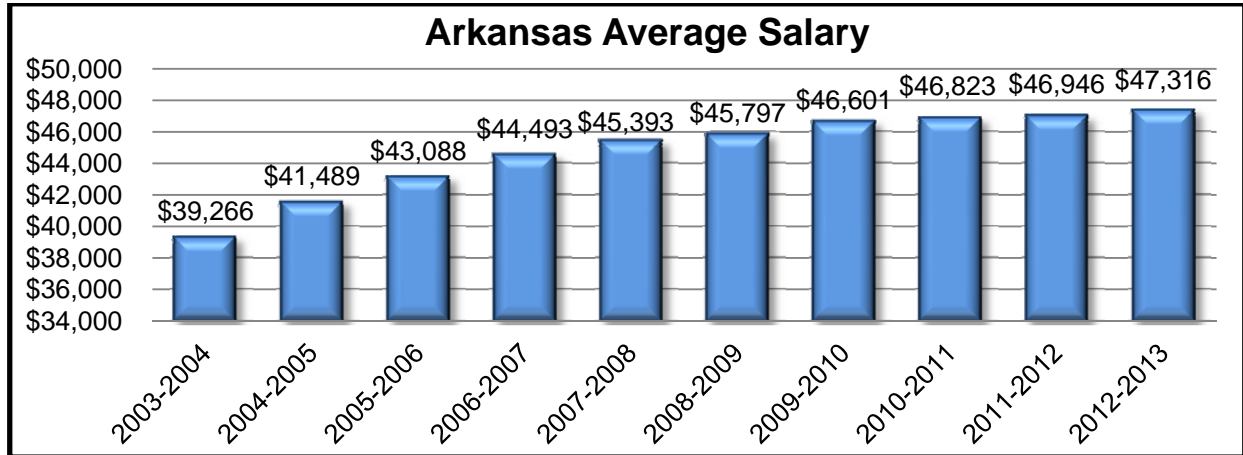
Rank	Min.	District	Rank	Min.	District	Rank	Min.	District	Rank	Min.	District
1	\$44,570	Springdale	60	\$34,050	Mountain Home	120	\$31,800	Melbourne	180	\$30,550	Heber Springs
2	\$43,612	Bentonville	61	\$34,030	Jessieville	121	\$31,750	Yellville-Summit	181	\$30,544	Drew Ctrl
3	\$43,500	Rogers	62	\$34,022	Camden Fairview	122	\$31,704	Parkers Chapel	182	\$30,530	Nemo Vista
4	\$41,310	Fayetteville	63	\$34,000	Sheridan	123	\$31,700	Green Forest	183	\$30,500	Ouachita
5	\$41,000	West Memphis	64	\$34,000	No Little Rock	124	\$31,700	So Conway Co	184	\$30,500	Midland
6	\$40,250	Riverview	65	\$34,000	Lincoln	125	\$31,693	Bergman	185	\$30,500	Calico Rock
7	\$39,875	Cabot	66	\$33,900	Rose Bud	126	\$31,675	Genoa Central	186	\$30,500	Marked Tree
8	\$39,500	Gravette	67	\$33,824	Nettleton	127	\$31,611	Sloan-Hendrix	187	\$30,500	Norphlet
9	\$39,500	Searcy	68	\$33,619	Lamar	128	\$31,600	Paragould	188	\$30,500	Western Yell Co
10	\$39,305	Marion	69	\$33,600	Pocahontas	129	\$31,525	Hope	189	\$30,471	Corning
11	\$39,037	Lakeside	70	\$33,565	Osceola	130	\$31,508	Greenland	190	\$30,450	Carlisle
12	\$38,950	Greenwood	71	\$33,550	Waldron	131	\$31,500	Magnet Cv	191	\$30,436	Cave City
13	\$38,600	Siloam Springs	72	\$33,500	El Dorado	132	\$31,500	Lafayette Co	192	\$30,415	Jasper
14	\$38,324	Conway	73	\$33,450	Lavaca	133	\$31,500	Flippin	193	\$30,400	Harrisburg
15	\$38,200	DeQueen	74	\$33,300	Gentry	134	\$31,500	East Poinsett Co	194	\$30,270	Junction City
16	\$37,804	Hot Springs	75	\$33,300	Lonoke	135	\$31,500	South Side	195	\$30,250	Cedar Ridge
17	\$37,700	Magnolia	76	\$33,300	Horatio	136	\$31,448	Alpena	196	\$30,244	Concord
18	\$37,700	Alma	77	\$33,250	Salem	137	\$31,411	Spring Hill	197	\$30,121	Wonderview
19	\$37,496	Bauxite	78	\$33,200	Paris	138	\$31,369	Foreman	198	\$30,016	MammothSpring
20	\$37,300	Farmington	79	\$33,100	Mena	139	\$31,366	Armored	199	\$30,000	Omaha
21	\$37,250	Lake Hamilton	80	\$33,075	Dollarway	140	\$31,365	Westside Consol	200	\$30,000	Lead Hill
22	\$37,132	Barton-Lexa	81	\$33,050	Poyen	141	\$31,364	Westside	201	\$30,000	Woodlawn
23	\$37,100	Van Buren	82	\$33,018	Malvern	142	\$31,355	So Miss. Co	202	\$30,000	Cross County
24	\$37,100	White Hall	83	\$33,000	Stuttgart	143	\$31,310	Trumann	203	\$30,000	Fordyce
25	\$37,000	Wynne	84	\$33,000	Earle	144	\$31,305	Rector	204	\$30,000	Dumas
26	\$37,000	Greenbrier	85	\$33,000	Lee County	145	\$31,300	Cedarville	205	\$30,000	Cutter-MS
27	\$37,000	Harmony Gr	86	\$33,000	White Co Ctrl	146	\$31,260	Piggott	206	\$30,000	Mountain Pine
28	\$36,930	Bryant	87	\$33,000	Pangburn	147	\$31,250	Bradley	207	\$30,000	Batesville
29	\$36,832	Forrest City	88	\$32,980	Harrison	148	\$31,250	Hector	208	\$30,000	Centerpoint
30	\$36,500	Watson Chapel	89	\$32,976	Elkins	149	\$31,225	McGehee	209	\$30,000	Hazen
31	\$36,500	Marvell-Elaine	90	\$32,961	Blytheville	150	\$31,204	Arkadelphia	210	\$29,971	Hermitage
32	\$36,500	Russellville	91	\$32,900	Pine Bluff	151	\$31,200	Scranton	211	\$29,955	Maynard
33	\$36,500	Beebe	92	\$32,874	Manila	152	\$31,200	Brinkley	212	\$29,850	Caddo Hills
34	\$36,488	Prairie Grove	93	\$32,750	Greene Co Tech	153	\$31,126	Valley Springs	213	\$29,850	Bearden
35	\$36,200	Nashville	94	\$32,725	Booneville	154	\$31,106	County Line	214	\$29,847	Dierks
36	\$36,125	Pea Ridge	95	\$32,500	Emerson-Taylor	155	\$31,100	Decatur	215	\$29,844	Hoxie
37	\$35,750	Eureka Springs	96	\$32,500	Mt. Vernon-Enola	156	\$31,050	Fouke	216	\$29,833	Ozark Mountain
38	\$35,745	Vilonia	97	\$32,500	Highland	157	\$31,000	Crossett	217	\$29,829	Hillcrest
39	\$35,535	DeWitt	98	\$32,320	Glen Rose	158	\$31,000	Warren	218	\$29,745	Dermott
40	\$35,500	Jonesboro	99	\$32,300	Marmaduke	159	\$31,000	Viola	219	\$29,655	Jackson Co
41	\$35,500	Fort Smith	100	\$32,300	Izard Co Consol	160	\$31,000	Searcy Co	220	\$29,650	Des Arc
42	\$35,345	Clarksville	101	\$32,254	Bay	161	\$31,000	Smackover	221	\$29,625	Cossatot River
43	\$35,329	Ozark	102	\$32,207	Dover	162	\$31,000	Danville	222	\$29,623	Ouachita River
44	\$35,275	Brookland	103	\$32,175	Pulaski Co Spec	163	\$30,996	England	223	\$29,547	Prescott
45	\$35,255	Fountain Lake	104	\$32,049	Hampton	164	\$30,943	Two Rivers	224	\$29,544	So Pike Co
46	\$35,190	Helena-WH	105	\$32,014	Star City	165	\$30,939	Mansfield	225	\$29,537	Kirby
47	\$35,187	Gosnell	106	\$32,000	Hamburg	166	\$30,914	Palestine-Wheatley	226	\$29,500	Mount Ida
48	\$35,150	Charleston	107	\$32,000	Berryville	167	\$30,900	Norfork	227	\$29,470	Blevins
49	\$35,100	Dardanelle	108	\$32,000	Quitman	168	\$30,900	Southside	228	\$29,350	Hartford
50	\$35,073	Huntsville	109	\$32,000	Monticello	169	\$30,900	Lawrence Co	229	\$29,334	Newport
51	\$35,000	Bald Knob	110	\$32,000	Harmony Gr Oua	170	\$30,890	Ashdown	230	\$29,266	East End
52	\$34,925	Benton	111	\$31,998	Texarkana	171	\$30,760	Clarendon	231	\$29,250	Strong-Huttig
53	\$34,610	Valley View	112	\$31,981	Gurdon	172	\$30,750	Bradford	232	\$29,244	Mulberry
54	\$34,507	West Fork	113	\$31,940	Bismarck	173	\$30,748	Perryville	233	\$29,244	Mineral Springs
55	\$34,400	Hackett	114	\$31,938	Riverside	174	\$30,744	Hughes	234	\$29,244	Nevada
56	\$34,244	Lakeside Chicot	115	\$31,900	West Side	175	\$30,744	Clinton	235	\$29,244	Deer-Mt. Judea
57	\$34,206	Little Rock	116	\$31,900	Guy-Perkins	176	\$30,636	Cleveland Co	236	\$29,244	Stephens
58	\$34,200	McCroy	117	\$31,850	Buffalo Isl Ctl	177	\$30,608	Magazine	237	\$29,244	Mountain View
59	\$34,078	Pottsville	118	\$31,836	Atkins	178	\$30,600	Cotter	238	\$29,244	Shirley
			119	\$31,835	Mayflower	179	\$30,600	Mountainburg	239	\$29,244	Augusta

Minimum Teacher Salary by District

District	Min. Rank	Min. Salary	District	Min. Rank	Min. Salary	District	Min. Rank	Min. Salary	District	Min. Rank	Min. Salary
Alma	18	\$37,700	Dollarway	80	\$33,075	Kirby	225	\$29,537	Perryville	173	\$30,748
Alpena	136	\$31,448	Dover	102	\$32,207	Lafayette Co	132	\$31,500	Piggott	146	\$31,260
Arkadelphia	150	\$31,204	Drew Ctrl	181	\$30,544	Lake Hamilton	21	\$37,250	Pine Bluff	91	\$32,900
Armored	139	\$31,366	Dumas	204	\$30,000	Lakeside	11	\$39,037	Pocahontas	69	\$33,600
Ashdown	170	\$30,890	Earle	84	\$33,000	Lakeside Chicot	56	\$34,244	Pottsville	59	\$34,078
Atkins	118	\$31,836	East End	230	\$29,266	Lamar	68	\$33,619	Poyen	81	\$33,050
Augusta	239	\$29,244	East Poinsett Co	134	\$31,500	Lavaca	73	\$33,450	Prairie Grove	34	\$36,488
Bald Knob	51	\$35,000	El Dorado	72	\$33,500	Lawrence Co	169	\$30,900	Prescott	223	\$29,547
Barton-Lexa	22	\$37,132	Elkins	89	\$32,976	Lead Hill	200	\$30,000	Pulaski Co Spec	103	\$32,175
Batesville	207	\$30,000	Emerson-Taylor	95	\$32,500	Lee County	85	\$33,000	Quitman	108	\$32,000
Bauxite	19	\$37,496	England	163	\$30,996	Lincoln	65	\$34,000	Rector	144	\$31,305
Bay	101	\$32,254	Eureka Springs	37	\$35,750	Little Rock	57	\$34,206	Riverside	114	\$31,938
Bearden	213	\$29,850	Farmington	20	\$37,300	Lonoke	75	\$33,300	Rogers	3	\$43,500
Beebe	33	\$36,500	Fayetteville	4	\$41,310	Magazine	177	\$30,608	Rose Bud	66	\$33,900
Benton	52	\$34,925	Flippin	133	\$31,500	Magnet Cv	131	\$31,500	Russellville	32	\$36,500
Bentonville	2	\$43,612	Fordyce	203	\$30,000	Magnolia	17	\$37,700	Salem	77	\$33,250
Bergman	125	\$31,693	Foreman	138	\$31,369	Malvern	82	\$33,018	Scranton	151	\$31,200
Berryville	107	\$32,000	Forrest City	29	\$36,832	Mammoth Spring	198	\$30,016	Searcy	9	\$39,500
Bismarck	113	\$31,940	Fort Smith	41	\$35,500	Manila	92	\$32,874	Searcy Co	160	\$31,000
Blevins	227	\$29,470	Fouke	156	\$31,050	Mansfield	165	\$30,939	Sheridan	63	\$34,000
Blytheville	90	\$32,961	Fountain Lake	45	\$35,255	Marion	10	\$39,305	Shirley	238	\$29,244
Booneville	94	\$32,725	Genoa Central	126	\$31,675	Marked Tree	186	\$30,500	Siloam Springs	13	\$38,600
Bradford	172	\$30,750	Gentry	74	\$33,300	Marmaduke	99	\$32,300	Sloan-Hendrix	127	\$31,611
Bradley	147	\$31,250	Glen Rose	98	\$32,320	Marvell-Elaine	31	\$36,500	Smackover	161	\$31,000
Brinkley	152	\$31,200	Gosnell	47	\$35,187	Mayflower	119	\$31,835	So Conway Co	124	\$31,700
Brookland	44	\$35,275	Gravette	8	\$39,500	Maynard	211	\$29,955	So Miss. Co	142	\$31,355
Bryant	28	\$36,930	Green Forest	123	\$31,700	McCrary	58	\$34,200	So Pike Co	224	\$29,544
Buffalo Isl Ctl	117	\$31,850	Greenbrier	26	\$37,000	McGehee	149	\$31,225	South Side	135	\$31,500
Cabot	7	\$39,875	Greene Co Tech	93	\$32,750	Melbourne	120	\$31,800	Southside	168	\$30,900
Caddo Hills	212	\$29,850	Greenland	130	\$31,508	Mena	79	\$33,100	Spring Hill	137	\$31,411
Calico Rock	185	\$30,500	Greenwood	12	\$38,950	Midland	184	\$30,500	Springdale	1	\$44,570
Camden Fairview	62	\$34,022	Gurdon	112	\$31,981	Mineral Springs	233	\$29,244	Star City	105	\$32,014
Carlisle	190	\$30,450	Guy-Perkins	116	\$31,900	Monticello	109	\$32,000	Stephens	236	\$29,244
Cave City	191	\$30,436	Hackett	55	\$34,400	Mount Ida	226	\$29,500	Strong-Huttig	231	\$29,250
Cedar Ridge	195	\$30,250	Hamburg	106	\$32,000	Mountain Home	60	\$34,050	Stuttgart	83	\$33,000
Cedarville	145	\$31,300	Hampton	104	\$32,049	Mountain Pine	206	\$30,000	Texarkana	111	\$31,998
Centerpoint	208	\$30,000	Harmony Gr	27	\$37,000	Mountain View	237	\$29,244	Trumann	143	\$31,310
Charleston	48	\$35,150	Harmony Gr Ouach	110	\$32,000	Mountainburg	179	\$30,600	Riverview	6	\$40,250
Clarendon	171	\$30,760	Harrisburg	193	\$30,400	Mt. Vernon-Enola	96	\$32,500	Two Rivers	164	\$30,943
Clarksville	42	\$35,345	Harrison	88	\$32,980	Mulberry	232	\$29,244	Valley Springs	153	\$31,126
Cleveland Co	176	\$30,636	Hartford	228	\$29,350	Nashville	35	\$36,200	Valley View	53	\$34,610
Clinton	175	\$30,744	Hazen	209	\$30,000	Nemo Vista	182	\$30,530	Van Buren	23	\$37,100
Concord	196	\$30,244	Heber Springs	180	\$30,550	Nettleton	67	\$33,824	Vilonia	38	\$35,745
Conway	14	\$38,324	Hector	148	\$31,250	Nevada	234	\$29,244	Viola	159	\$31,000
Corning	189	\$30,471	Helena-WH	46	\$35,190	Newport	229	\$29,334	Waldron	71	\$33,550
Cossatot River	221	\$29,625	Hermitage	210	\$29,971	No Little Rock	64	\$34,000	Warren	158	\$31,000
Cotter	178	\$30,600	Highland	97	\$32,500	Norfolk	167	\$30,900	Watson Chapel	30	\$36,500
County Line	154	\$31,106	Hillcrest	217	\$29,829	Norphlet	187	\$30,500	West Fork	54	\$34,507
Cross County	202	\$30,000	Hope	129	\$31,525	Omaha	199	\$30,000	West Memphis	5	\$41,000
Crossett	157	\$31,000	Horatio	76	\$33,300	Osceola	70	\$33,565	West Side	115	\$31,900
Cutter-MS	205	\$30,000	Hot Springs	16	\$37,804	Ouachita	183	\$30,500	Western Yell Co	188	\$30,500
Danville	162	\$31,000	Hoxie	215	\$29,844	Ouachita River	222	\$29,623	Westside	141	\$31,364
Dardanelle	49	\$35,100	Hughes	174	\$30,744	Ozark	43	\$35,329	Westside Consol	140	\$31,365
Decatur	155	\$31,100	Huntsville	50	\$35,073	Ozark Mountain	216	\$29,833	White Co Ctrl	86	\$33,000
Deer-Mt. Judea	235	\$29,244	Izard Co Consol	100	\$32,300	Palestine-Wheatley	166	\$30,914	White Hall	24	\$37,100
DeQueen	15	\$38,200	Jackson Co	219	\$29,655	Pangburn	87	\$33,000	Wonderview	197	\$30,121
Dermott	218	\$29,745	Jasper	192	\$30,415	Paragould	128	\$31,600	Woodlawn	201	\$30,000
Des Arc	220	\$29,650	Jessieville	61	\$34,030	Paris	78	\$33,200	Wynne	25	\$37,000
DeWitt	39	\$35,535	Jonesboro	40	\$35,500	Parkers Chapel	122	\$31,704	Yellville-Summit	121	\$31,750
Dierks	214	\$29,847	Junction City	194	\$30,270	Pea Ridge	36	\$36,125			

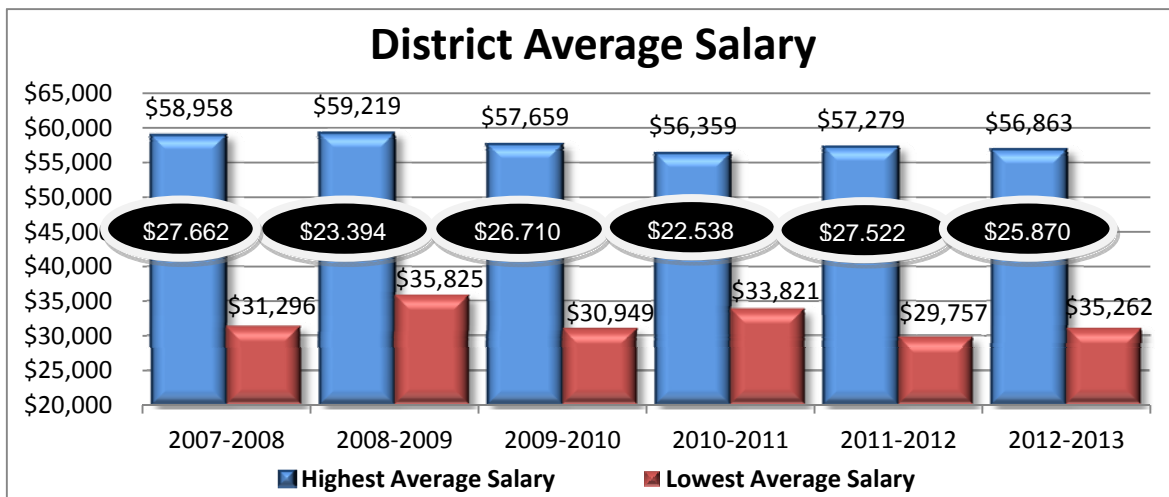
AVERAGE SALARY

The state average salary has increased over the last five years. According to the Annual Statistical Report (ASR) provided by the Arkansas Department of Education, the state's average salary in 2011-12 was \$46,946, while the average salary for the state in 2012-13 was \$47,316, an increase of 0.78%. (Please note that beginning with this section of the report the average salaries used are calculated through the ASR rather than the NEA. Please see pages 18-19 for a full explanation of this switch in methodology.)



The disparity in average salary among districts has fluctuated over the years. The lowest district average salary in 2012-13 was \$35,262², which is \$6,018 above the state minimum requirements, while the lowest district average salary in 2010-2011 was \$33,821, which is \$4,577 above the state minimum requirements. The black ovals in the chart below demonstrate the difference between the highest and lowest average salary for each year reported.

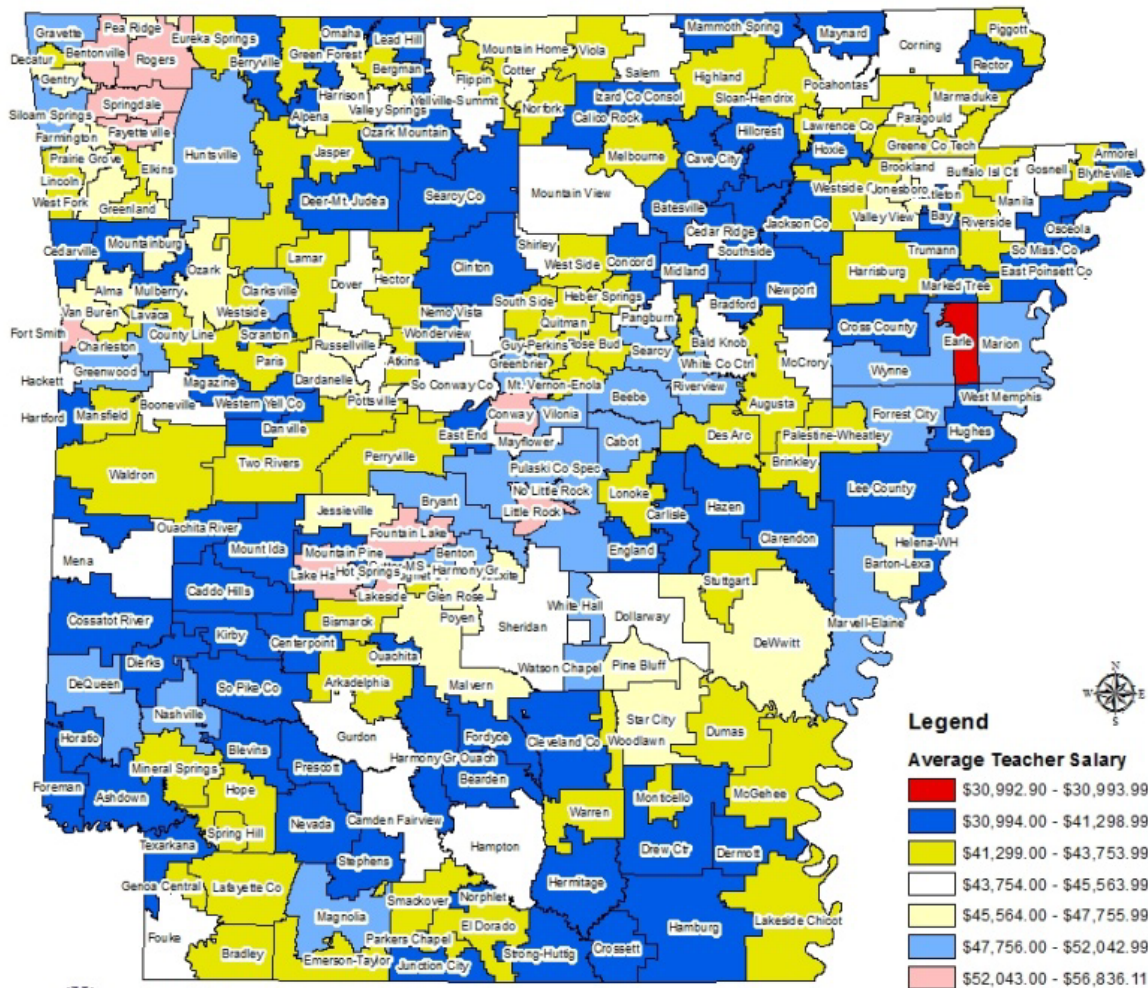
Top 5 Average Salary Range:	\$53,959 - \$56,863
Lowest 5 Average Salary Range:	\$35,262 - \$36,242



Source: Arkansas Department of Education-Annual Statistical Reports 2007-2013; For information on the calculation of 2010-2011, review page 19 of this report. Also see page 19 for information regarding the highest salary reported for 2011-2012.

² The lowest salary reported above (\$35,262) is actually the second lowest salary reported for the 2012-2013 school year. However, there is concern that the lowest salary reported in the ASR for the same year is incorrect due to errors in FTE reporting by the respective school district. This district could not be reached prior to the dissemination of this report and the decision was made, with the cooperation of ADE, to report the second lowest salary to increase accuracy. It should be noted that two other errors in FTE reporting were discovered and the corresponding average salaries were corrected prior to the production of this report.

2012-13 Average Salary Rank by School District



Legend

Average Teacher Salary

	\$30,992.90 - \$30,993.99
	\$30,994.00 - \$41,298.99
	\$41,299.00 - \$43,753.99
	\$43,754.00 - \$45,563.99
	\$45,564.00 - \$47,755.99
	\$47,756.00 - \$52,042.99
	\$52,043.00 - \$56,836.11

Author: Bureau of Legislative Research
 Source Data: School District Boundaries, GeoStor
 Salary Data: Arkansas Dept. of Education
 Date: March 2014

The districts are listed by rank on page 14 and in alphabetical order on page 15. The high priority school districts that receive priority bonuses are noted in bold with an asterisk. School districts which are labeled as high-priority participate in the High-Priority District Teacher Incentive Program. This state program provides a one-time \$5,000 signing bonus to a newly hired teacher, a \$4,000 bonus in the teacher's second and third years and a \$3,000 bonus for a teacher remaining in a high-priority district.*

Teacher Salary Report

Rank	Average	District	Rank	Average	District	Rank	Average	District	Rank	Average	District
1	\$56,836	Springdale	61	\$45,833	Star City	121	\$42,356	*Bradley	181	\$40,696	Cedar Ridge
2	\$56,557	Fayetteville	62	\$45,769	Gentry	122	\$42,351	Jasper	182	\$40,627	Dierks
3	\$56,473	Rogers	63	\$45,563	Pocahontas	123	\$42,345	Monticello	183	\$40,540	Mount Ida
4	\$54,441	Little Rock	64	\$45,495	Harmony Gr	124	\$42,319	Magnet Cv	184	\$40,512	Foreman
5	\$53,959	Bentonville	65	\$45,469	Salem	125	\$42,239	White Co Ctrl	185	\$40,458	Scranton
6	\$53,636	Conway	66	\$45,403	Gurdon	126	\$42,220	East Poinsett Co	186	\$40,437	Armored
7	\$53,222	Fountain Lake	67	\$45,393	Gosnell	127	\$42,215	Smackover	187	\$40,369	Midland
8	\$53,146	Fort Smith	68	\$45,360	Sheridan	128	\$42,202	Paris	188	\$40,325	Ashdown
9	\$52,609	Lake Hamilton	69	\$45,334	Paragould	129	\$42,174	Piggott	189	\$40,228	Mountainburg
10	\$52,405	Lakeside	70	\$45,239	Bald Knob	130	\$42,144	Viola	190	\$40,154	Prescott
11	\$52,042	Bryant	71	\$45,163	Yellville-Summit	131	\$42,124	Guy-Perkins	191	\$40,125	Cutter-MS
12	\$51,970	Riverview	72	\$45,154	Dollarway	132	\$42,114	Hector	192	\$40,115	England
13	\$51,917	Cabot	73	\$45,075	Hampton	133	\$42,110	Lavaca	193	\$40,110	Bearden
14	\$51,766	White Hall	74	\$45,039	Pottsville	134	\$42,105	*Norfolk	194	\$40,109	Western Yell Co
15	\$51,125	Charleston	75	\$44,991	*Shirley	135	\$42,088	Perryville	195	\$40,101	Izard Co Consol
16	\$51,044	Beebe	76	\$44,982	Dover	136	\$42,076	Dumas	196	\$40,048	Concord
17	\$50,891	Searcy	77	\$44,929	McCrary	137	\$42,061	Lincoln	197	\$40,023	Cedarville
18	\$50,785	Greenbrier	78	\$44,917	Booneville	138	\$42,033	Warren	198	\$39,991	Hermitage
19	\$50,682	Hot Springs	79	\$44,734	Brookland	139	\$42,020	Mansfield	199	\$39,945	Alpena
20	\$50,615	Wynne	80	\$44,695	Mena	140	\$41,999	Emerson Taylor	200	\$39,890	Horatio
21	\$50,593	Marion	81	\$44,593	Pangburn	141	\$41,970	*Palestine-Wheatley	201	\$39,772	Norphlet
22	\$50,335	West Memphis	82	\$44,591	Camden Fairview	142	\$41,965	Green Forest	202	\$39,757	Cross Co
23	\$49,821	Greenwood	83	\$44,527	So Conway Co	143	\$41,921	Blytheville	203	\$39,700	Berryville
24	\$49,807	DeQueen	84	\$44,438	Nemo Vista	144	\$41,915	Melbourne	204	\$39,679	Crossett
25	\$49,780	*Marvell-Elaine	85	\$44,351	Southside	145	\$41,889	Brinkley	205	\$39,656	Mountain Pine
26	\$49,721	Benton	86	\$44,171	Valley Springs	146	\$41,871	Lawrence Co	206	\$39,584	Junction City
27	\$49,528	No Little Rock	87	\$44,149	Manila	147	\$41,821	Sloan-Hendrix	207	\$39,517	Drew Ctrl
28	\$49,489	Huntsville	88	\$44,089	Mountain View	148	\$41,817	Woodlawn	208	\$39,510	Jackson Co
29	\$49,471	Nashville	89	\$44,066	Hackett	149	\$41,814	*Augusta	209	\$39,374	*Hughes
30	\$49,431	Vilonia	90	\$43,960	Mayflower	150	\$41,780	Hope	210	\$39,359	Ouachita
31	\$49,339	Clarksville	91	\$43,866	Corning	151	\$41,704	*Lafayette Co	211	\$39,172	Maynard
32	\$49,240	Watson Chapel	92	\$43,759	Fouke	152	\$41,691	Riverside	212	\$39,151	*Ozark Mountain
33	\$48,931	Forrest City	93	\$43,753	Lamar	153	\$41,681	West Side	213	\$38,995	Mulberry
34	\$48,731	Siloam Springs	94	\$43,285	Harrisburg	154	\$41,589	Mt. Vernon-Enola	214	\$38,983	*Stephens
35	\$48,525	Gravette	95	\$43,258	Highland	155	\$41,439	Buffalo Isl Cil	215	\$38,573	*Dermott
36	\$48,364	Magnolia	96	\$43,217	Lakeside Chicot	156	\$41,407	County Line	216	\$38,519	Hoxie
37	\$48,215	Pulaski Co Spec	97	\$43,209	Greenland	157	\$41,402	Cotter	217	\$38,494	Fordyce
38	\$47,755	Russellville	98	\$43,180	Spring Hill	158	\$41,389	South Side	218	\$38,484	Marked Tree
39	\$47,633	Alma	99	\$43,169	Greene Co Tech	159	\$41,378	Des Arc	219	\$38,428	Newport
40	\$47,354	Prairie Grove	100	\$43,102	Parkers Chapel	160	\$41,321	*Mineral Springs	220	\$38,333	Cossatot River
41	\$47,298	Poyen	101	\$43,077	Westside	161	\$41,298	Rector	221	\$38,241	Hillicrest
42	\$47,281	Pea Ridge	102	\$43,044	*Two Rivers	162	\$41,256	Batesville	222	\$38,178	Calico Rock
43	\$47,207	Malvern	103	\$43,030	McGehee	163	\$41,242	So Pike Co	223	\$38,130	Bradford
44	\$47,180	Van Buren	104	\$42,965	Marmaduke	164	\$41,237	Ouachita River	224	\$38,117	MammothSpring
45	\$47,104	Farmington	105	\$42,961	*Decatur	165	\$41,174	Trumann	225	\$38,026	Clinton
46	\$47,019	Ozark	106	\$42,899	Atkins	166	\$41,169	*Caddo Hills	226	\$37,980	*Strong-Huttig
47	\$46,986	Nettleton	107	\$42,843	Waldron	167	\$41,114	Texarkana	227	\$37,701	East End
48	\$46,976	Dardanelle	108	\$42,834	Lonoke	168	\$41,101	Hamburg	228	\$37,699	Lead Hill
49	\$46,922	Glen Rose	109	\$42,764	Heber Springs	169	\$41,057	Magazine	229	\$37,518	Kirby
50	\$46,842	Mountain Home	110	\$42,723	Rose Bud	170	\$41,052	Osceola	230	\$37,509	Wonderview
51	\$46,817	Barton-Lexa	111	\$42,710	Stuttgart	171	\$41,052	Helena-WH	231	\$36,632	Omaha
52	\$46,730	West Fork	112	\$42,706	Eureka Springs	172	\$41,008	Centerpoint	232	\$36,522	Hartford
53	\$46,715	Harrison	113	\$42,701	Genoa Central	173	\$40,977	*Clarendon	233	\$36,462	Nevada
54	\$46,644	Bauxite	114	\$42,644	Flippin	174	\$40,969	Cave City	234	\$36,459	Cleveland Co
55	\$46,634	Jonesboro	115	\$42,614	Quitman	175	\$40,968	Danville	235	\$35,921	Bay
56	\$46,487	Jessieville	116	\$42,606	Bismarck	176	\$40,805	Searcy Co	236	\$35,643	Harmony Gr Ouac
57	\$46,225	Elkins	117	\$42,568	Bergman	177	\$40,779	So Miss Co	237	\$35,516	Deer-Mt. Judea
58	\$46,140	Pine Bluff	118	\$42,563	Arkadelphia	178	\$40,765	*Lee Co	238	\$35,262	Hazen
59	\$46,112	Valley View	119	\$42,443	El Dorado	179	\$40,732	Carlisle	239	\$30,993	*Earle
60	\$45,961	DeWitt	120	\$42,433	Westside Consol	180	\$40,700	*Blevins			

Average Teacher Salary by District

District	Avg. Rank	Avg. Salary	District	Avg. Rank	Avg. Salary	District	Avg. Rank	Avg. Salary	District	Avg. Rank	Avg. Salary
Alma	39	\$47,633	Dollarway	72	\$45,154	Kirby	229	\$37,518	Perryville	135	\$42,088
Alpena	199	\$39,945	Dover	76	\$44,982	Lafayette Co	151	\$41,704	Piggott	129	\$42,174
Arkadelphia	118	\$42,563	Drew Ctrl	207	\$39,517	Lake Hamilton	9	\$52,609	Pine Bluff	58	\$46,140
Armored	186	\$40,437	Dumas	136	\$42,076	Lakeside	10	\$52,405	Pocahontas	63	\$45,563
Ashdown	188	\$40,325	Earle	238	\$30,993	Lakeside Chicot	96	\$43,217	Pottsville	74	\$45,039
Atkins	106	\$42,899	East End	227	\$37,701	Lamar	93	\$43,753	Poyen	41	\$47,298
Augusta	149	\$41,814	East Poinsett Co	126	\$42,220	Lavaca	133	\$42,110	Prairie Grove	40	\$47,354
Bald Knob	70	\$45,239	El Dorado	119	\$42,443	Lawrence Co	146	\$41,871	Prescott	190	\$40,154
Barton-Lexa	51	\$46,817	Elkins	57	\$46,225	Lead Hill	228	\$37,699	Pulaski Co Spec	37	\$48,215
Batesville	162	\$41,256	Emerson-Taylor	140	\$41,999	Lee County	178	\$40,765	Quitman	115	\$42,614
Bauxite	54	\$46,644	England	192	\$40,115	Lincoln	137	\$42,061	Rector	161	\$41,298
Bay	234	\$35,921	Eureka Springs	112	\$42,706	Little Rock	4	\$54,441	Riverside	152	\$41,691
Bearden	193	\$40,110	Farmington	45	\$47,104	Lonoke	108	\$42,834	Riverview	12	\$51,970
Beebe	16	\$51,044	Fayetteville	2	\$56,557	Magazine	169	\$41,057	Rogers	3	\$56,473
Benton	26	\$49,721	Flippin	114	\$42,644	Magnet Cv	124	\$42,319	Rose Bud	110	\$42,723
Bentonville	5	\$53,959	Fordyce	217	\$38,494	Magnolia	36	\$48,364	Russellville	38	\$47,755
Bergman	117	\$42,568	Foreman	184	\$40,512	Malvern	43	\$47,207	Salem	65	\$45,469
Berryville	203	\$39,700	Forrest City	33	\$48,931	Mammoth Spring	224	\$38,117	Scranton	185	\$40,458
Bismarck	116	\$42,606	Fort Smith	8	\$53,146	Manila	87	\$44,149	Searcy	17	\$50,891
Blevins	180	\$40,700	Fouke	92	\$43,759	Mansfield	139	\$42,020	Searcy Co	176	\$40,805
Blytheville	143	\$41,921	Fountain Lake	7	\$53,222	Marion	21	\$50,593	Sheridan	68	\$45,360
Booneville	78	\$44,917	Genoa Central	113	\$42,701	Marked Tree	218	\$38,484	Shirley	75	\$44,991
Bradford	223	\$38,130	Gentry	62	\$45,769	Marmaduke	104	\$42,965	Siloam Springs	34	\$48,731
Bradley	121	\$42,356	Glen Rose	49	\$46,922	Marvell-Elaine	25	\$49,780	Sloan-Hendrix	147	\$41,821
Brinkley	145	\$41,889	Gosnell	67	\$45,393	Mayflower	90	\$43,960	Smackover	127	\$42,215
Brookland	79	\$44,734	Gravette	35	\$48,525	Maynard	211	\$39,172	So Conway Co	83	\$44,527
Bryant	11	\$52,042	Green Forest	142	\$41,965	McCrory	77	\$44,929	So Miss. Co	177	\$40,779
Buffalo Isl Ctl	155	\$41,439	Greenbrier	18	\$50,785	McGehee	103	\$43,030	So Pike Co	163	\$41,242
Cabot	13	\$51,917	Greene Co Tech	99	\$43,169	Melbourne	144	\$41,915	South Side	158	\$41,389
Caddo Hills	166	\$41,169	Greenland	97	\$43,209	Mena	80	\$44,695	Southside	85	\$44,351
Calico Rock	222	\$38,178	Greenwood	23	\$49,821	Midland	187	\$40,369	Spring Hill	98	\$43,180
Camden Fairview	82	\$44,591	Gurdon	66	\$45,403	Mineral Springs	160	\$41,321	Springdale	1	\$56,836
Carlisle	179	\$40,732	Guy-Perkins	131	\$42,124	Monticello	123	\$42,345	Star City	61	\$45,833
Cave City	174	\$40,969	Hackett	89	\$44,066	Mount Ida	183	\$40,540	Stephens	214	\$38,983
Cedar Ridge	181	\$40,696	Hamburg	168	\$41,101	Mountain Home	50	\$46,842	Strong-Huttig	226	\$37,980
Cedarville	197	\$40,023	Hampton	73	\$45,075	Mountain Pine	205	\$39,656	Stuttgart	111	\$42,710
Centerpoint	172	\$41,008	Harmony Gr	64	\$45,495	Mountain View	88	\$44,089	Texarkana	167	\$41,114
Charleston	15	\$51,125	Harmony Gr Ouach	235	\$35,643	Mountainburg	189	\$40,228	Trumann	165	\$41,174
Clarendon	173	\$40,977	Harrisburg	94	\$43,285	Mt. Vernon-Enola	154	\$41,589	Two Rivers	102	\$43,044
Clarksville	31	\$49,339	Harrison	53	\$46,715	Mulberry	213	\$38,995	Valley Springs	86	\$44,171
Cleveland Co	239	\$36,459	Hartford	232	\$36,522	Nashville	29	\$49,471	Valley View	59	\$46,112
Clinton	225	\$38,026	Hazen	237	\$35,262	Nemo Vista	84	\$44,438	Van Buren	44	\$47,180
Concord	196	\$40,048	Heber Springs	109	\$42,764	Nettleton	47	\$46,986	Vilonia	30	\$49,431
Conway	6	\$53,636	Hector	132	\$42,114	Nevada	233	\$36,462	Viola	130	\$42,144
Corning	91	\$43,866	Helena-WH	171	\$41,052	Newport	219	\$38,428	Waldron	107	\$42,843
Cossatot River	220	\$38,333	Hermitage	198	\$39,991	No Little Rock	27	\$49,528	Warren	138	\$42,033
Cotter	157	\$41,402	Highland	95	\$43,258	Norfolk	134	\$42,105	Watson Chapel	32	\$49,240
County Line	156	\$41,407	Hillcrest	221	\$38,241	Norphlet	201	\$39,772	West Fork	52	\$46,730
Cross County	202	\$39,757	Hope	150	\$41,780	Omaha	231	\$36,632	West Memphis	22	\$50,335
Crossett	204	\$39,679	Horatio	200	\$39,890	Osceola	170	\$41,052	West Side	153	\$41,681
Cutter-MS	191	\$40,125	Hot Springs	19	\$50,682	Ouachita	210	\$39,359	Western Yell Co	194	\$40,109
Danville	175	\$40,968	Hoxie	216	\$38,519	Ouachita River	164	\$41,237	Westside	101	\$43,077
Dardanelle	48	\$46,976	Hughes	209	\$39,374	Ozark	46	\$47,019	Westside Consol	120	\$42,433
Decatur	105	\$42,961	Huntsville	28	\$49,489	Ozark Mountain	212	\$39,151	White Co Ctrl	125	\$42,239
Deer-Mt. Judea	236	\$35,516	Izard Co Consol	195	\$40,101	Palestine-Wheatley	141	\$41,970	White Hall	14	\$51,766
DeQueen	24	\$49,807	Jackson Co	208	\$39,510	Pangburn	81	\$44,593	Wonderview	230	\$37,509
Dermott	215	\$38,573	Jasper	122	\$42,351	Paragould	69	\$45,334	Woodlawn	148	\$41,817
Des Arc	159	\$41,378	Jessieville	56	\$46,487	Paris	128	\$42,202	Wynne	20	\$50,615
DeWitt	60	\$45,961	Jonesboro	55	\$46,634	Parkers Chapel	100	\$43,102	Yellville-Summit	71	\$45,163
Dierks	182	\$40,627	Junction City	206	\$39,584	Pea Ridge	42	\$47,281			

AVERAGE PAY FOR OTHER PROFESSIONS

How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements?

Selected 2012 Annual Mean Salaries for Arkansas		Selected 2012 Annual Mean Salaries for the U.S.	
Profession	Mean Annual Salary (Arkansas)	Profession	Mean Annual Salary (US)
Civil Engineers	\$72,570	Civil Engineers	\$84,140
Computer Programmers	\$68,060	Computer Programmers	\$78,260
Loan Officers	\$65,050	Accountants and Auditors	\$71,040
Insurance Underwriters	\$62,130	Loan Officers	\$70,350
Accountants and Auditors	\$61,020	Insurance Underwriters	\$69,200
Foresters	\$57,300	Registered Nurses	\$67,930
Registered Nurses	\$55,360	Technical Writers	\$67,910
Librarians	\$52,370	Editors	\$62,440
Secondary School Teachers	\$47,270	Surveyors	\$59,180
Middle School Teachers	\$47,200	Secondary School Teachers	\$57,770
Curators	\$45,670	Librarians	\$57,190
Technical Writers	\$44,920	Foresters	\$57,140
Editors	\$44,010	Middle School Teachers	\$56,280
Electricians	\$41,440	Appraisers and Assessors	\$55,180
Surveyors	\$41,280	Curators	\$54,600
Interior Designers	\$39,860	Electricians	\$53,030
Social Workers	\$37,010	Interior Designers	\$52,970
Licensed Practical Nurses	\$35,300	Social Workers	\$45,300
Appraisers and Assessors	\$33,740	Licensed Practical Nurses	\$42,400
Preschool Teachers	\$30,140	Preschool Teachers	\$30,750

Source: U.S. Bureau of Labor Statistics Accessed 2/14/2014

TEACHERS TEACHING OUT OF AREA

What instructional areas have the largest number of teachers teaching out of area in Arkansas?

State law (A.C.A. § 6-17-309) prohibits teachers from teaching a grade level or subject matter for which they are not certified for more than 30 days. However, school districts that have a difficult time filling needed teachers may apply to the State Board of Education for a waiver. Their application includes a letter outlining the steps they have taken to fill those positions. The following list shows the 10 licensure areas with the highest number of requested waivers for the 2012-2013 school year.

1. Special Education
2. Gifted and Talented
3. School Counselor
4. Library Media
5. Middle Childhood Education
6. 5th/6th Endorsement
7. Secondary Sciences
8. Mathematics
9. PE/Wellness/Leisure
10. Social Studies

Refer to the next page for the full list of waiver requests.

**Waivers for Teachers Teaching
Out of Area for More than 30 Days
School Year 2012-2013**

Out of Area	Waivers Total to Date	Percent of Total Waivers
Special Education	477	32.34%
Gifted and Talented	155	10.51%
School Counselor	116	7.86%
Library Media	95	6.44%
Middle Childhood Education	83	5.63%
5th/6th Endorsement	78	5.29%
Secondary Sciences	59	4.00%
Mathematics	37	2.51%
PE/Wellness/Leisure	37	2.51%
Social Studies	35	2.37%
Bldg. Level Adm.	34	2.32%
Curriculum Program Adm.	33	2.24%
Drama/Speech	30	2.03%
English as a Second Language	30	2.03%
Music	27	1.83%
Career Orientation	26	1.76%
English	18	1.22%
Journalism	16	1.08%
Art	15	1.02%
District Level Adm.	13	0.88%
Early Childhood Education Pre-k-4 th Grade	10	0.68%
Business Technology	8	0.54%
Reading Specialist	8	0.54%
Spanish	7	0.47%
Adult Education	6	0.41%
Transition Math	5	0.34%
Algebra 1 Endorsement	3	0.20%
Family and Consumer Sciences	3	0.20%
Survey of Fine Arts	3	0.20%
Coaching Endorsement	2	0.14%
Marketing	2	0.07%
Agricultural Education	1	0.07%
French	1	0.07%
German	1	0.07%
Industrial Technology	1	0.07%
Latin	0	0.00%
Mandarin Chinese	0	0.00%
Total Waivers	1475	100%

Source: Arkansas Department of Education - Division of Human Resources; Professional Licensure

ADDITIONAL INFORMATION

This report utilizes two data sources for comparing average teacher salaries: the National Education Association (NEA) and the Arkansas Department of Education (ADE).

The first section of the report compares the average salary of the Southern Regional Education Board (SREB) states as well as the states that surround Arkansas utilizing the NEA data. However, this report uses ADE data when comparing the minimum and average salaries among school districts, in-state. Both calculations are described below.

NATIONAL EDUCATION ASSOCIATION AVERAGE TEACHER SALARY CALCULATION

The average annual salary is the total amount regularly paid or stipulated to be paid to an individual before deductions for Social Security, health insurance, and the like. The average annual teacher salary is computed as the weighted arithmetic mean of salary figures reported for full-time equivalent elementary and secondary classroom and substitute teachers assigned to instruct pupils. Included are regular salaries for full-time and part-time teachers and substitute teachers.

Does not include:

- “extra pay for extra duty”
- payments for teaching summer school
- (with the exception of 12-month employees)
- salaries for other categories of employees
- salaries for vacant positions
- curriculum specialists
- guidance counselors
- librarians
- media specialists
- remedial specialists
- others possessing educational certification but who are not responsible for day-to-day teaching of the same group of pupils.
- instructional aides
- attendance personnel
- health services personnel
- psychologists
- social workers
- clerical personnel
- community college staff
- or persons whose jobs do not require skills in the field of education
- principals
- assistant principals
- supervisors
- superintendents
- assistant superintendents

ARKANSAS DEPARTMENT OF EDUCATION AVERAGE TEACHER SALARY CALCULATION

In the second portion of the report, ADE's Annual Statistical Report (ASR) methodology is used to make comparisons among the minimum and average salaries in Arkansas's school districts for the years 2003-2013, except 2011³.

The average teacher salary for each district is based on lines 83 and 84 from the ASR. The average salary for each district is the number of full time equivalents (FTE) (line 83) divided by the corresponding salary.

Line 83: Personnel – Non-Federal Certified Classroom FTEs. The number of K-12 certified personnel employed by the district as K-12 classroom teachers, librarians, counselors, psychologists, and other K-12 certified, *non-administrative employees* and paid from the Teacher Salary Fund. *Certified employees paid from federal funds are not included.*

Line 84: Average Salary – Non-Federal Certified Classroom FTEs. The average salary of personnel defined in line 83.

The following items are included in ASR average salary calculations:

- **Certified Employees** Salary expenditures paid to certified employees from the teacher salary fund, unless funded by a federally sponsored program. This includes pay for additional duties, such as a stipend for leading extra-curricular activities.
- **Overtime** Amounts paid to permanent and temporary certified and classified employees for work performed in addition to the normal work period for which the employee is compensated.
- **Sabbatical Leave** Amounts paid by to certified employees on sabbatical leave.
- **Additional compensation such as bonuses or incentives paid to certified employees**
- **Workshops** Amounts paid to a certified employee for attending workshops or other forms of professional development outside of normal working hours or contracted days.
- **Unused Sick Leave** Costs incurred due to an employee retiring, being terminated or as a benefit when an employee accumulates over the max amount eligible to be carried forward in a year.
- **Severance** The costs paid for severance or early retirement incentive
- **Early Retirement Incentive**
- **Annuity**
- **Unused Vacation**

For the 2011-2012 school year, the highest average salary reported was \$57,279 for Fayetteville School District. This salary was actually reported in the 2011-2012 ASR as the third highest average salary. However, in collaboration with the Arkansas Department of Education, the decision was made to drop the two higher salaries, which were reported due to a strong belief that these high salary averages were due to FTE reporting error(s). Efforts were made to contact the two districts and correct the error prior to the creation of this report.

It is also important to note that the Bureau has continually encountered a problem with incorrectly reported FTEs. This problem exists across years and across districts, necessitating manual recalculations of salary amounts with the cooperation of both ADE and the districts in question. While we have identified this issue with several districts due to large discrepancies, there may be other districts whose FTEs discrepancies are smaller and are thus still being reported incorrectly.

³ A different calculation was utilized for the year 2010-2011, because it was noted by the Bureau that a number of districts had significant salary changes from the ASR in 2009-2010 and 2010-2011. Therefore, the Bureau of Legislative Research, with the cooperative efforts of the Department of Education, calculated a new average for the districts, instead of using the data from the ASR for the year 2010-2011.

The calculation for a new average was performed by taking the total salaries paid from the FY11 expenditure ledger and dividing it by the number of FTEs reported by the district. There were 28 districts that reported an incorrect number of FTE. These were adjusted based on direct correspondence between the BLR and those districts.